

FIG. 1

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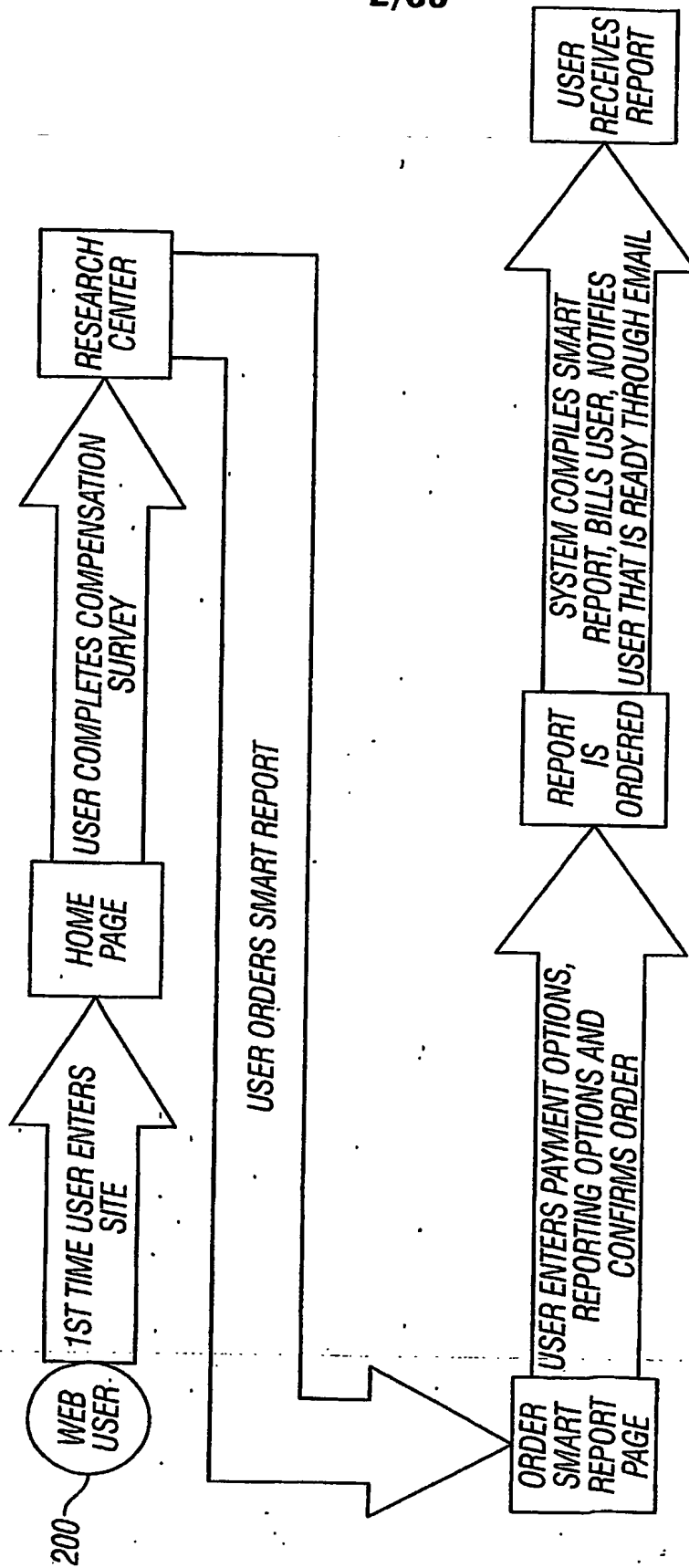
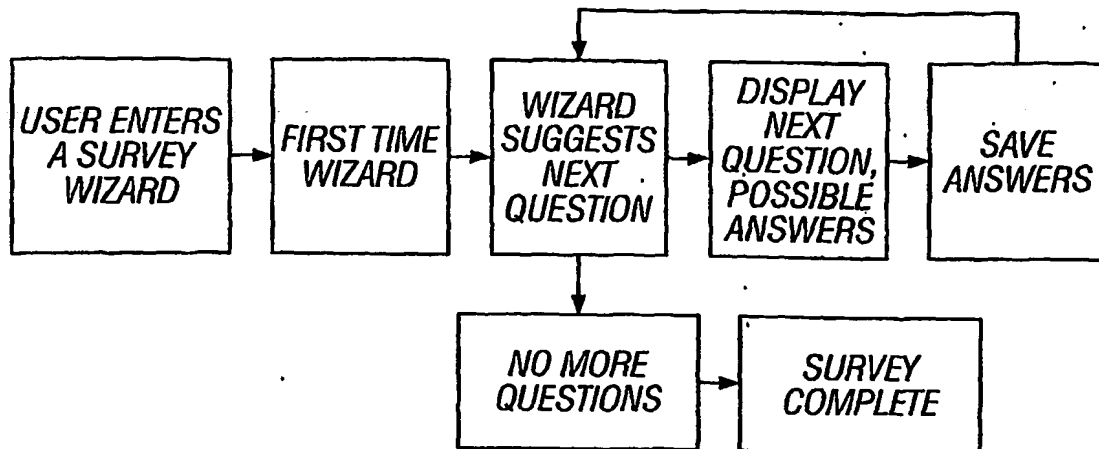
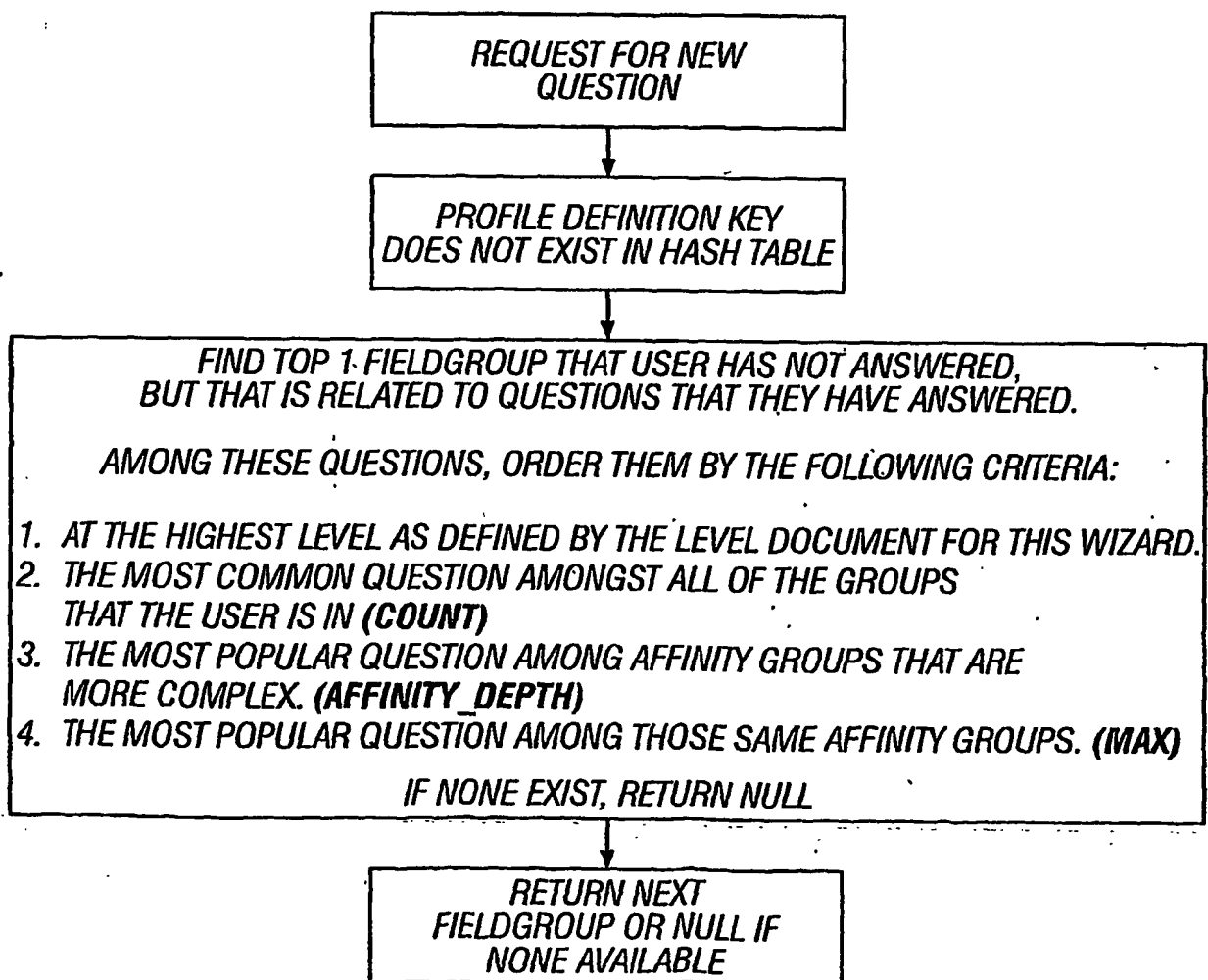


FIG. 2

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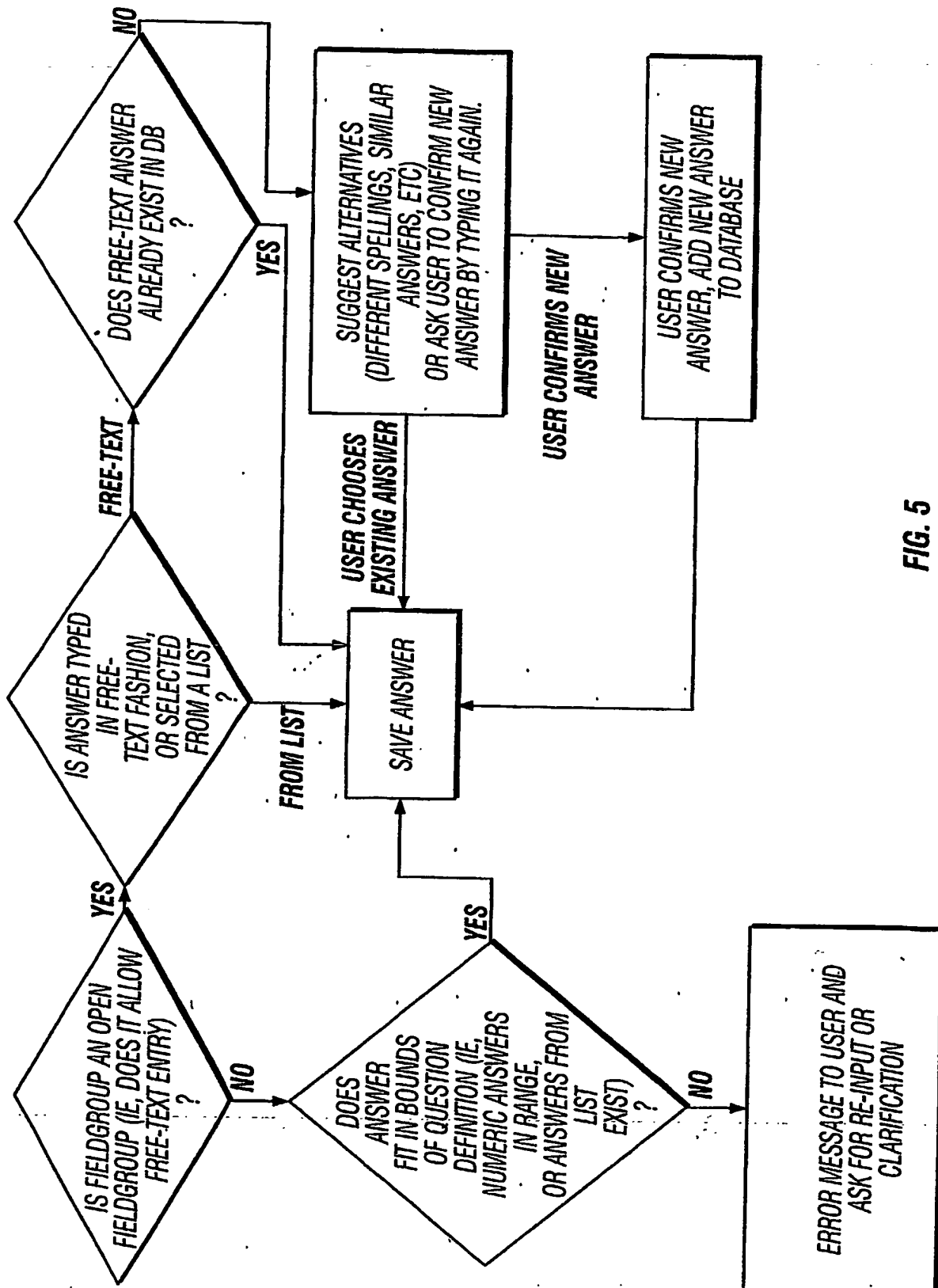


FIG. 5

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INDUSTRY		LAW
JOB	TITLE	LAWYER
JOB	YEARS EXPERIENCE	5
SALARY	AMOUNT	\$72,000
SALARY	CURRENCY	USD
SALARY	WORK WEEK	40 HOURS
LOCATION	CITY	SAN DIEGO
LOCATION	STATE	CA
LOCATION	COUNTRY	USA
BAR ASSOCIATION		CA BAR ASSOCIATION
BAR ASSOCIATION		US BAR ASSOCIATION
SCHOOL	NAME	HARVARD UNIVERTY
SCHOOL	DEGREE	B.A.
SCHOOL	YEAR GRADUATED	1994
SCHOOL	NAME	GEORGETOWN UNIV
SCHOOL	DEGREE	JD
SCHOOL	YEAR GRADUATED	1998
BENEFITS		CORNER OFFICE
BENEFITS		FREE COFFEE
BENEFITS		HEALTH PLAN
BONUS	AMOUNT	\$10,000
BONUS	CURRENCY	USD
BONUS	PERIOD	YEARLY

FIG. 6

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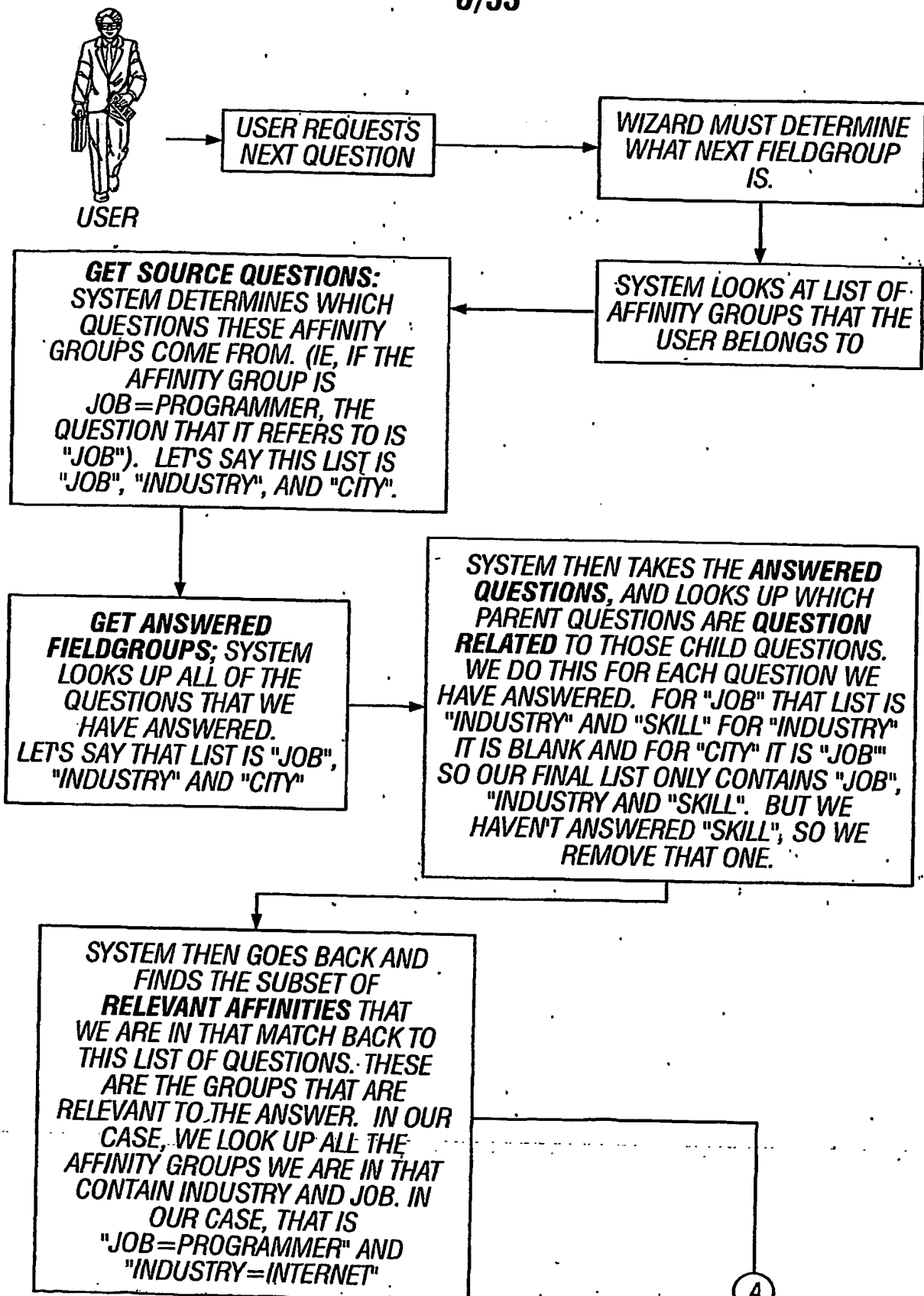


FIG. 7

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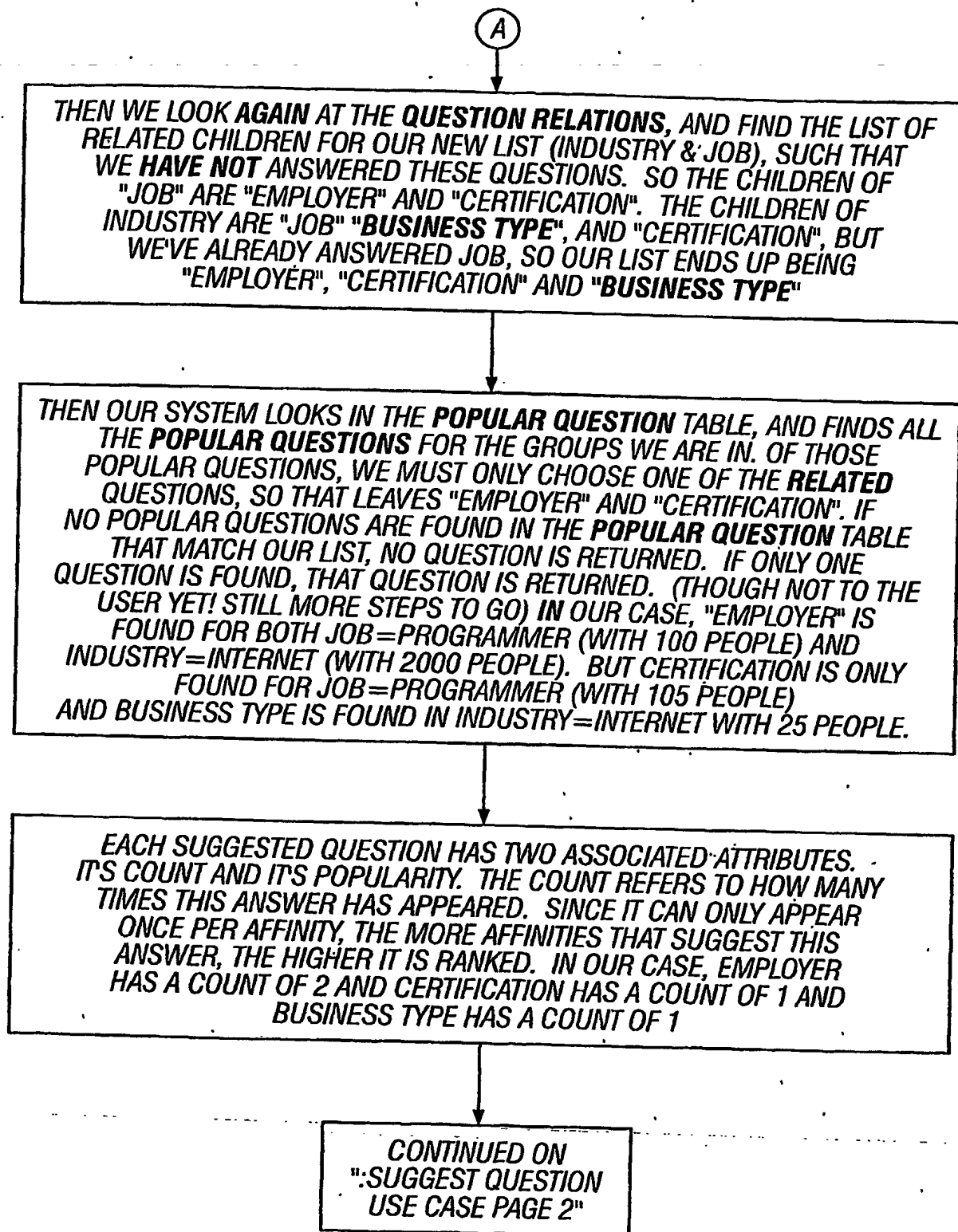


FIG. 7
(Continued)

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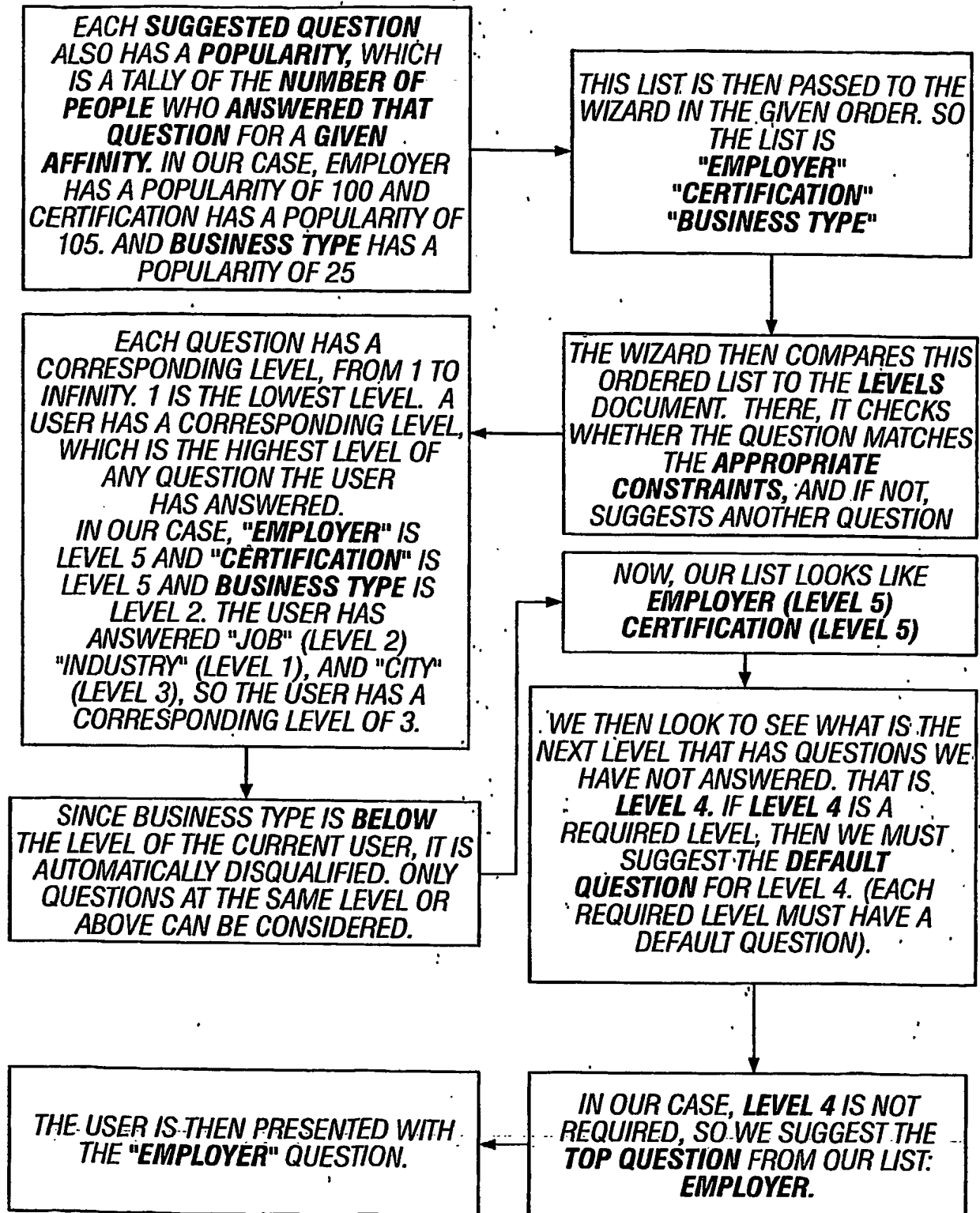


FIG. 8

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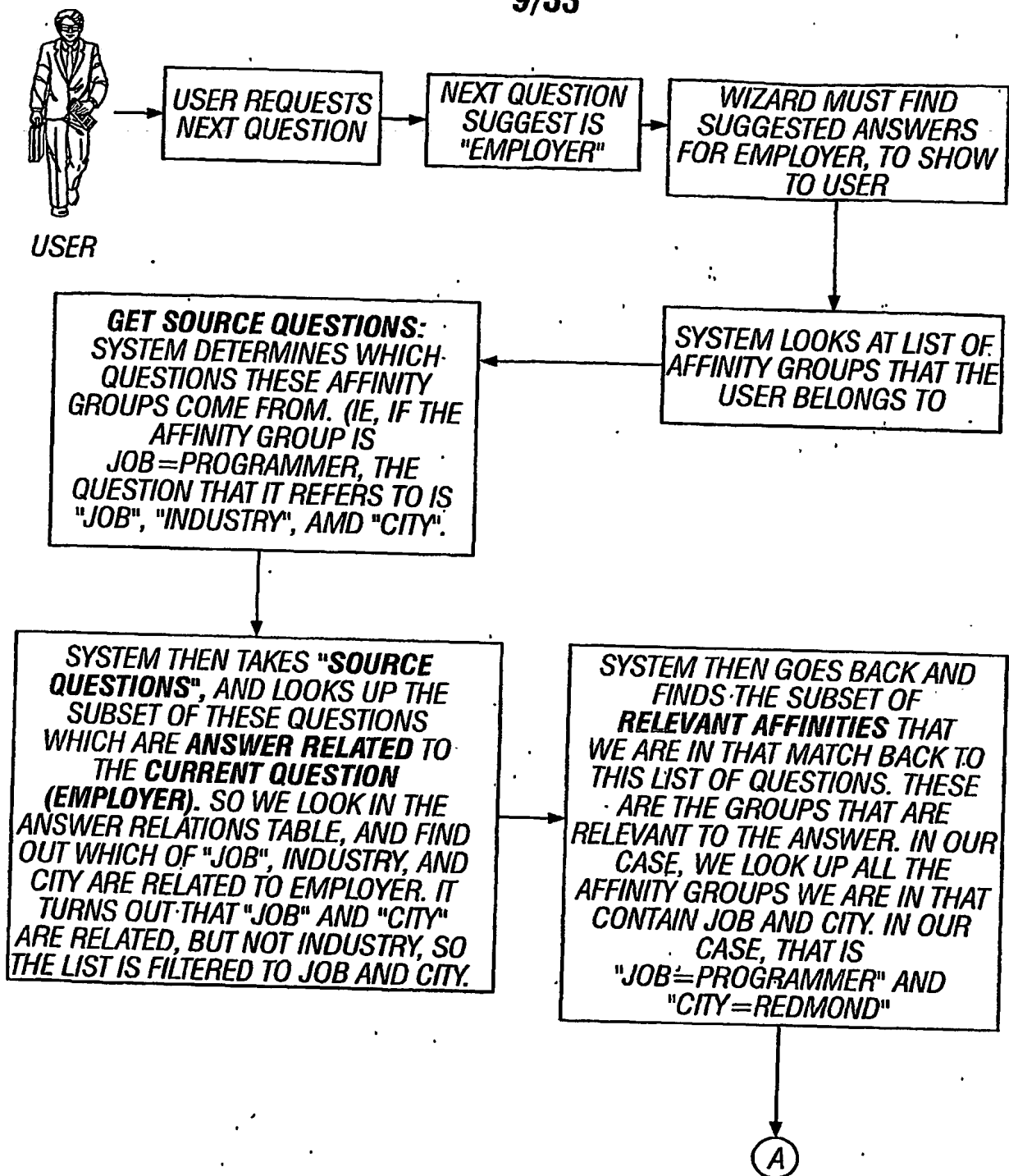


FIG. 9

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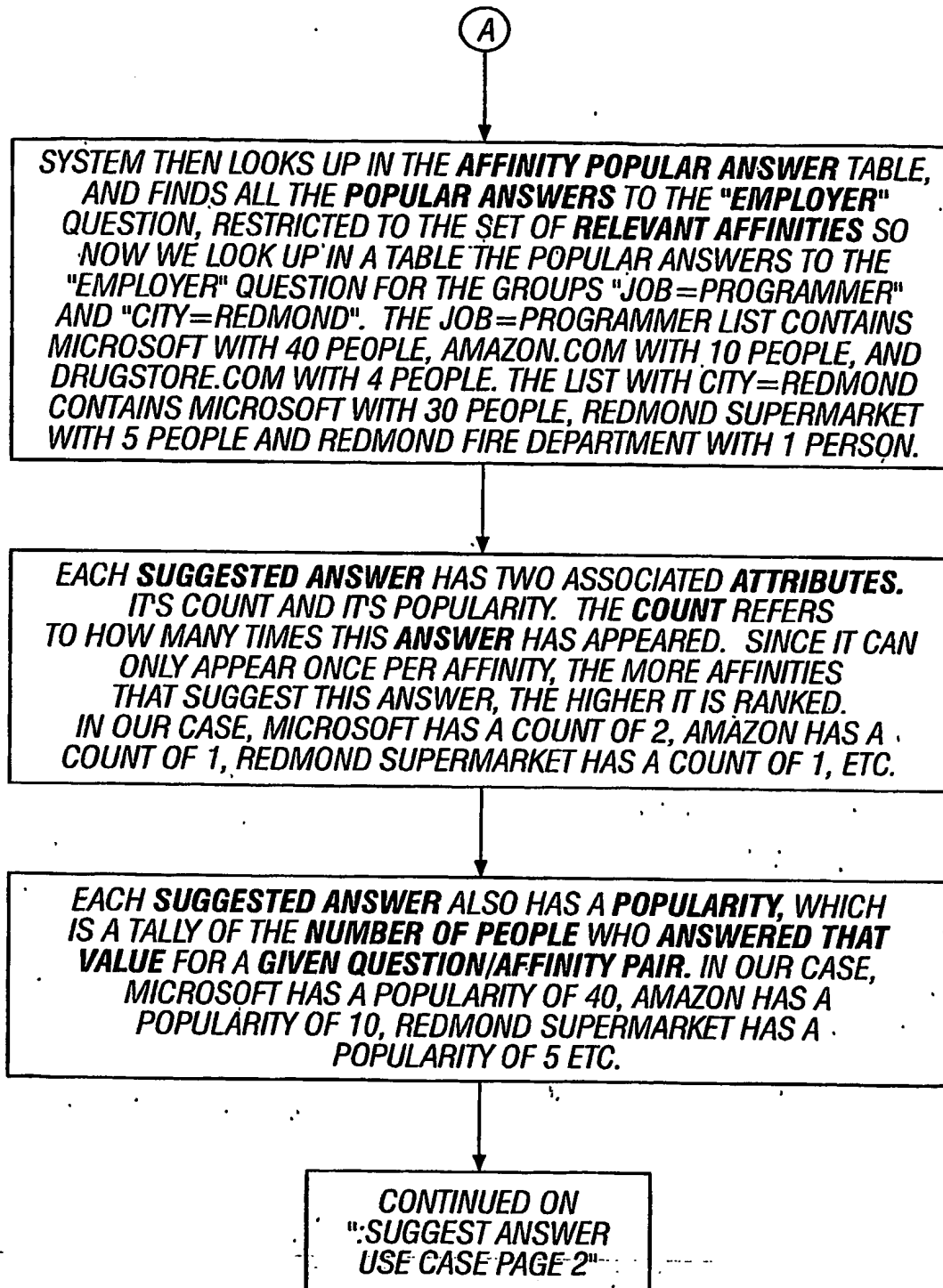


FIG. 9
(Continued)

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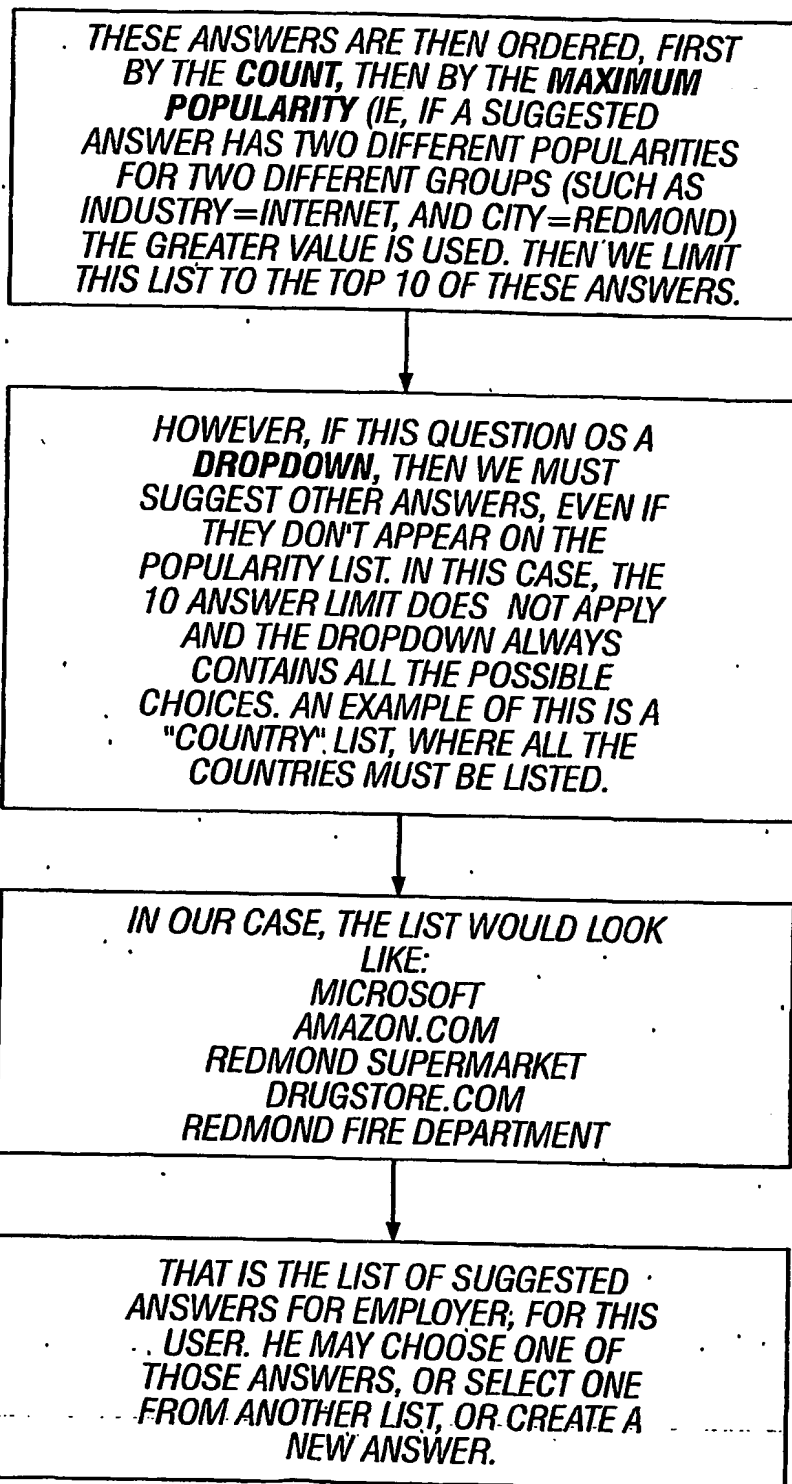


FIG. 10

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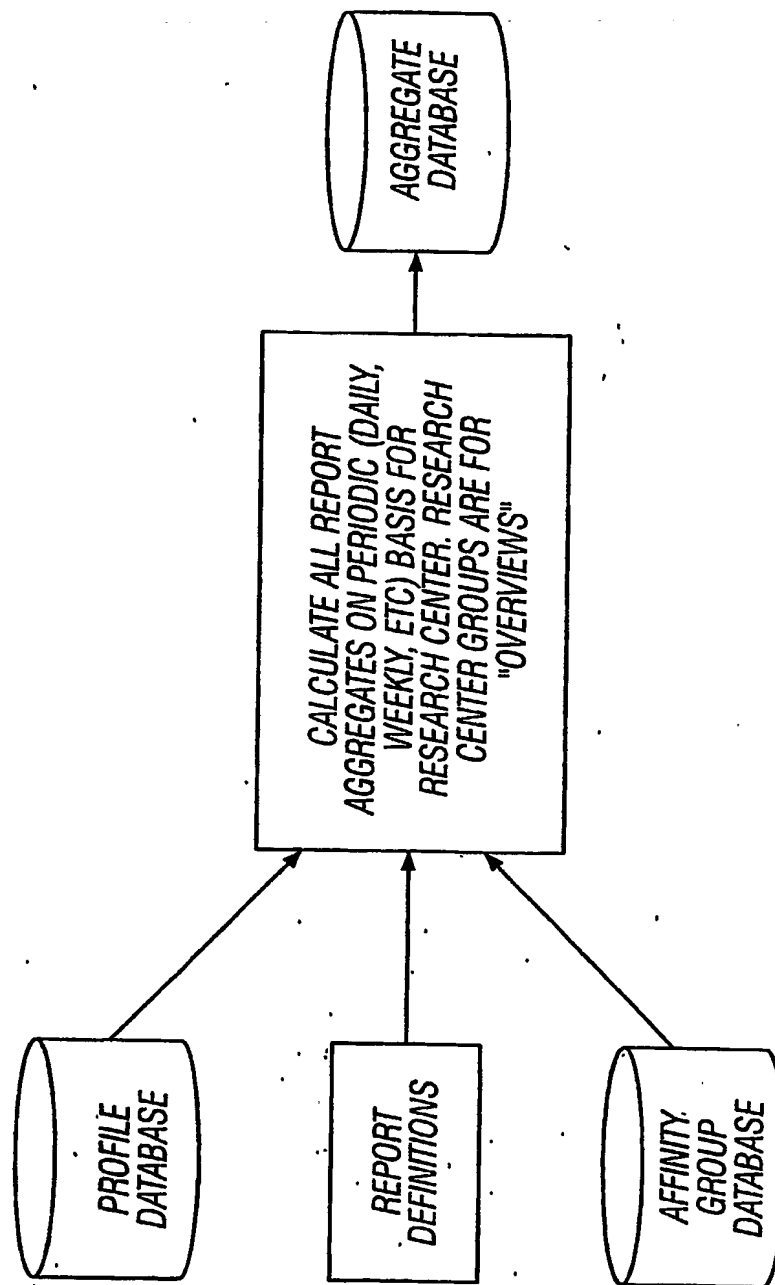
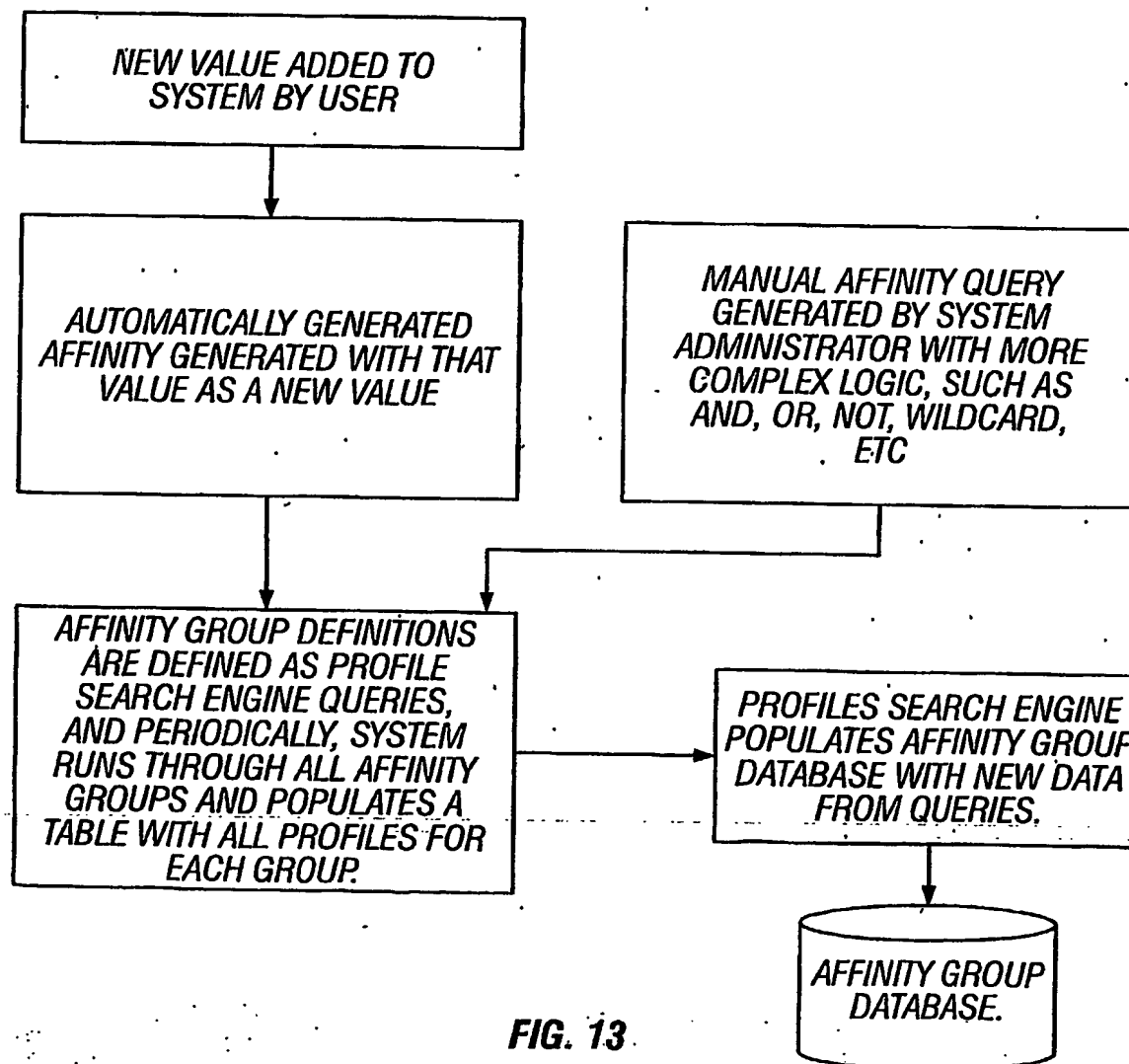
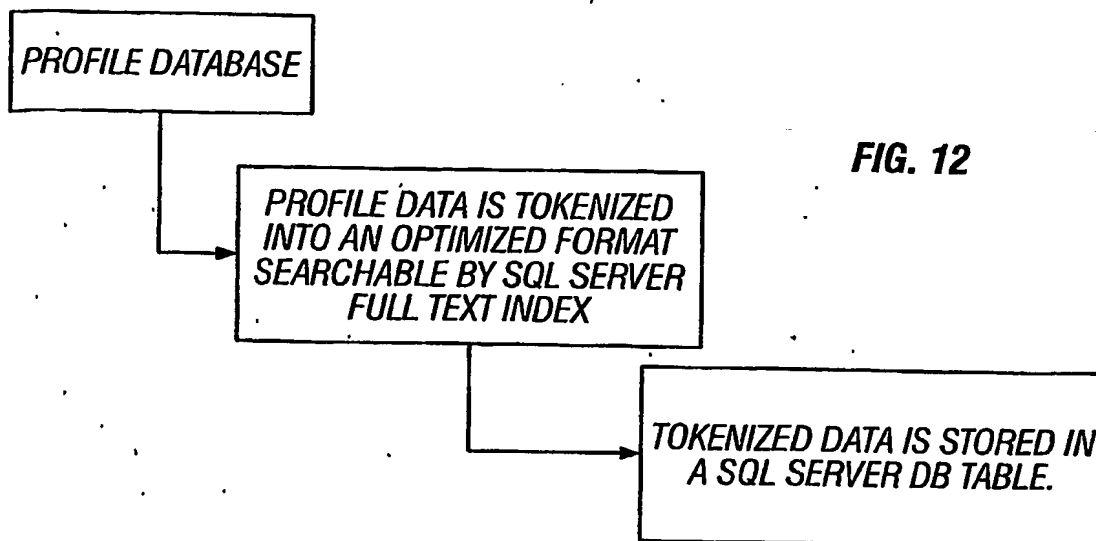


FIG. 11

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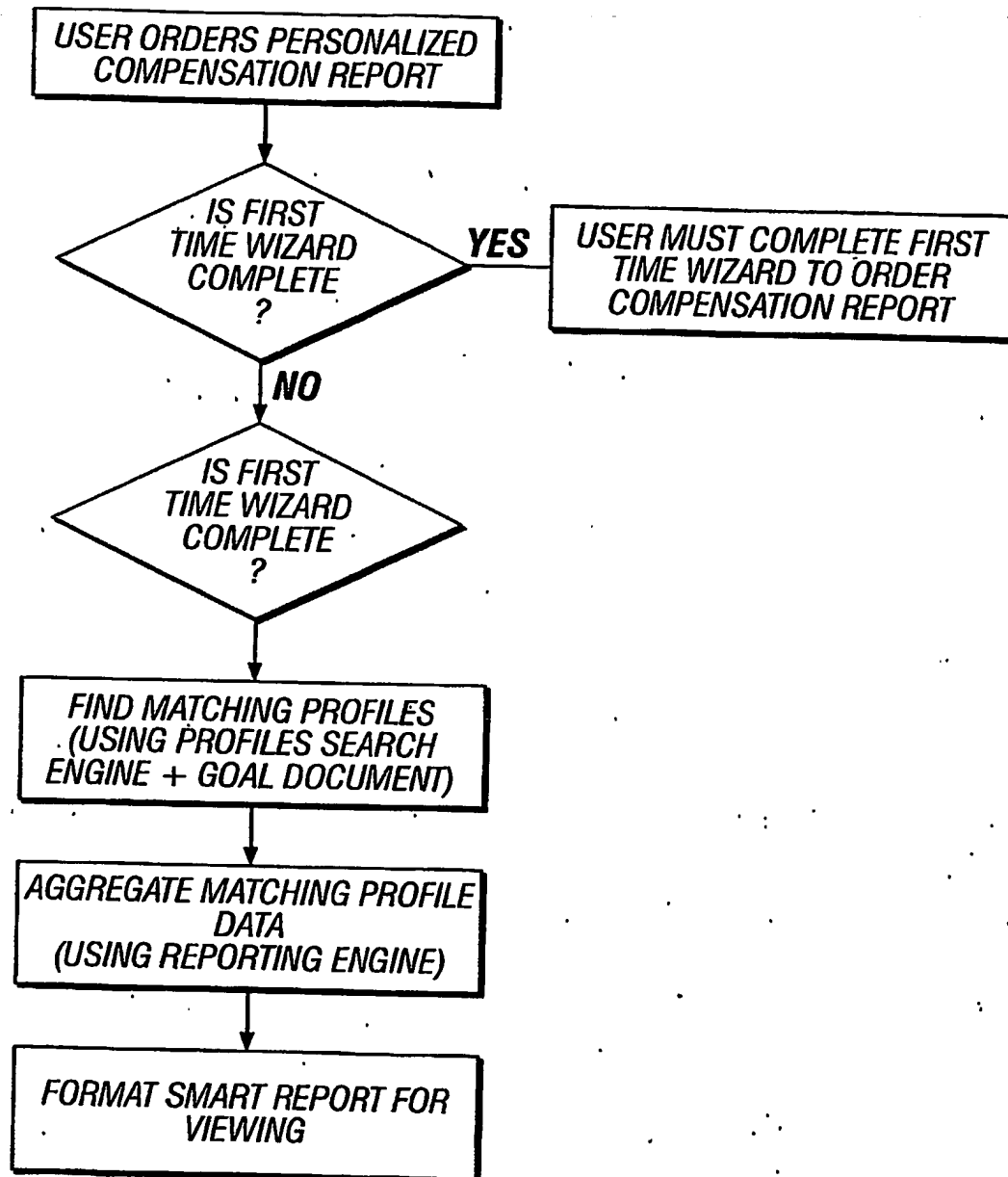


FIG. 14

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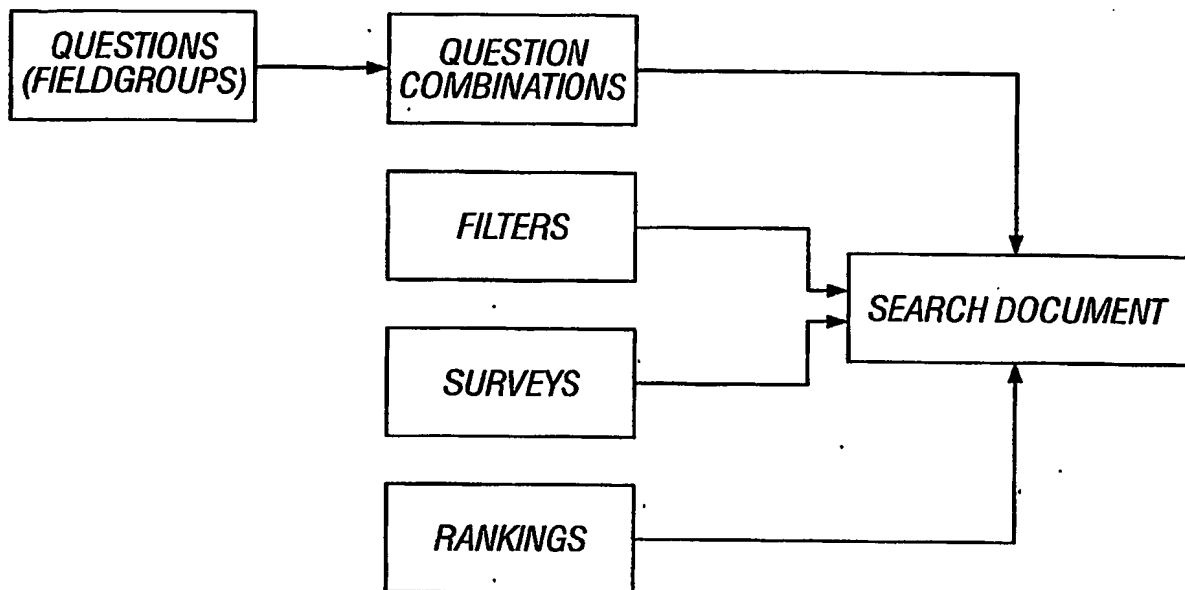


FIG. 15

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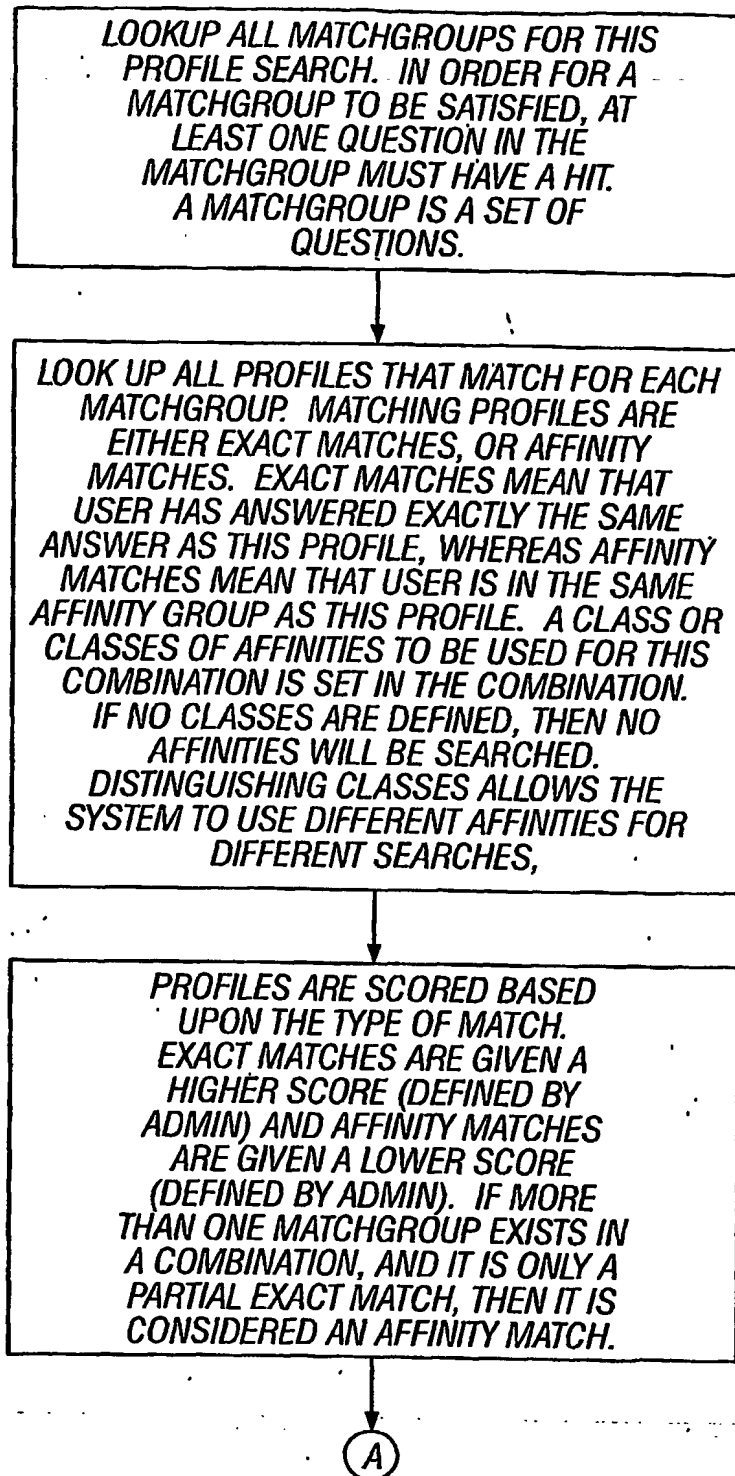


FIG. 16

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A

A PROFILE'S EXACT MATCH SCORE FOR A MATCHGROUP IS DETERMINED BY TAKING THE NUMBER OF TIMES IT HAS EXACT MATCHED IN THE MATCHGROUP, THEN MULTIPLYING THAT NUMBER BY THE EXACT MATCH SCORE. DEFINED FOR THE MATCH GROUP

A PROFILE'S AFFINITY MATCH SCORE FOR A MATCHGROUP IS DETERMINED BY TAKING THE NUMBER OF TIMES IT HAS AFFINITY MATCHED IN THAT MATCHGROUP AND THEN MULTIPLYING THAT NUMBER BY THE AFFINITY MATCH SCORE.

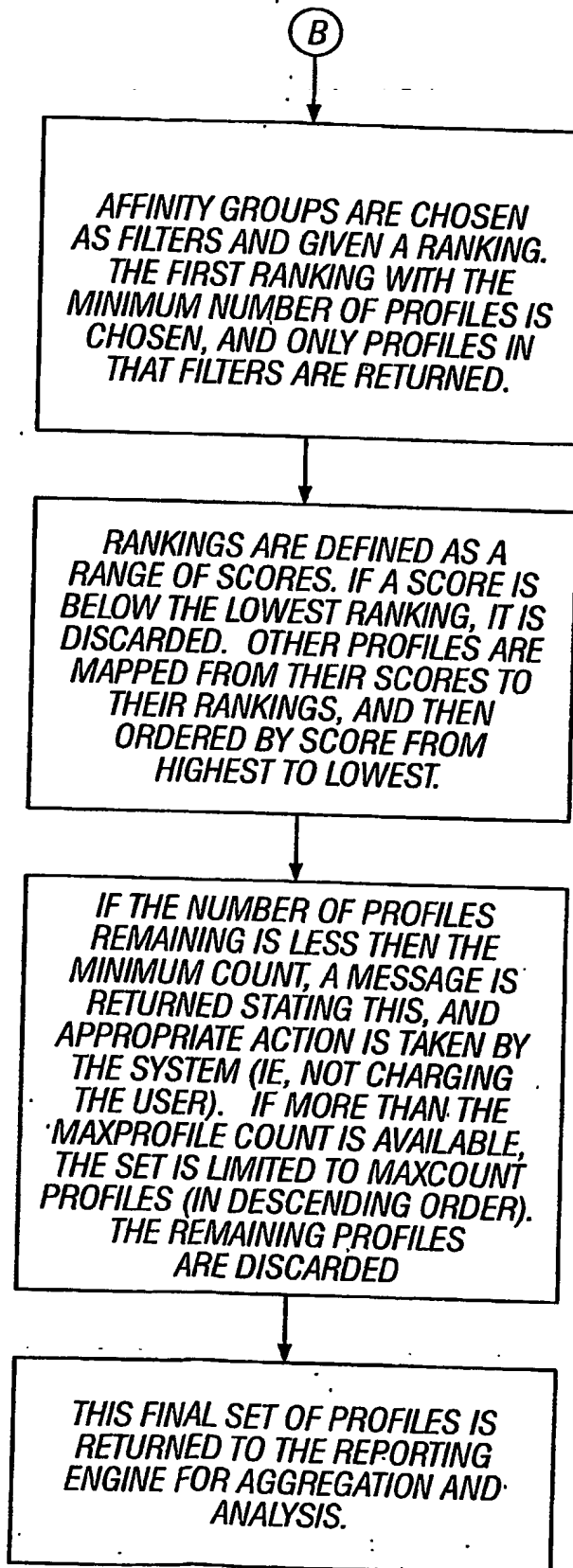
THE TWO SCORES ARE ADDED UP, AND THAT IS THE PROFILE'S SCORE FOR THAT MATCHGROUP. IF THE SCORE IS GREATER THAN THE MAXSCORE ALLOWABLE FOR THAT MATCHGROUP, THE MAXSCORE IS USED INSTEAD. IF THE DETERMINISTIC FLAG IS SET TO 1 FOR THIS MATCHGROUP, ALL PROFILES THAT MATCHED FROM THIS COMBINATION ARE ELIGIBLE FOR INCLUSION INTO THE FINAL PROFILE SET.

THE TOTAL SCORE OF EACH PROFILE IS GIVEN BY ADDING UP THE PROFILE SCORES FROM EACH MATCHGROUP. PROFILES MUST HAVE THE DETERMINISTIC FLAG SET BY AT LEAST ONE COMBINATION TO BE CONSIDERED. OTHER PROFILES ARE DISCARDED

B

FIG. 16
(Continued)

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FIG. 16
(Continued)

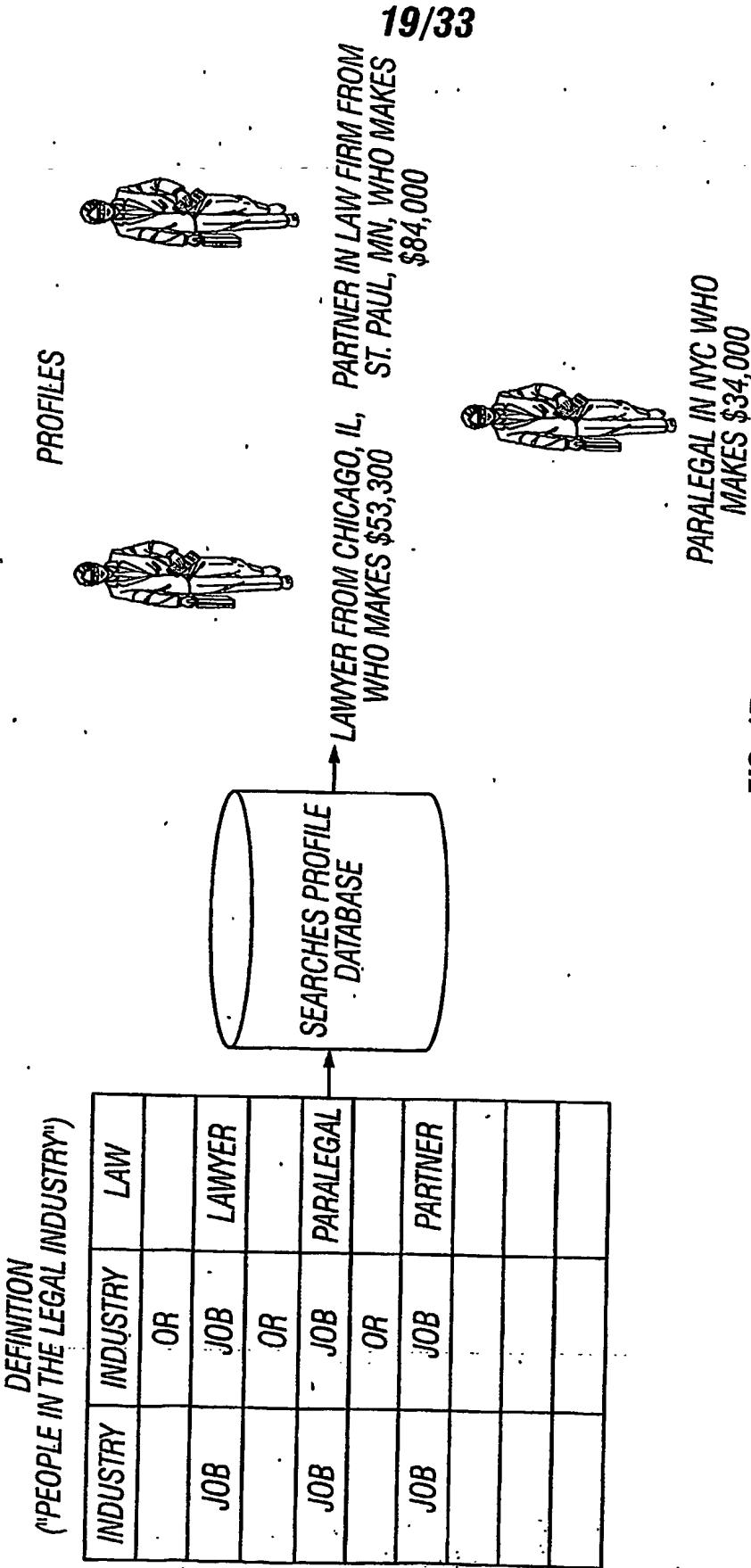


FIG. 17

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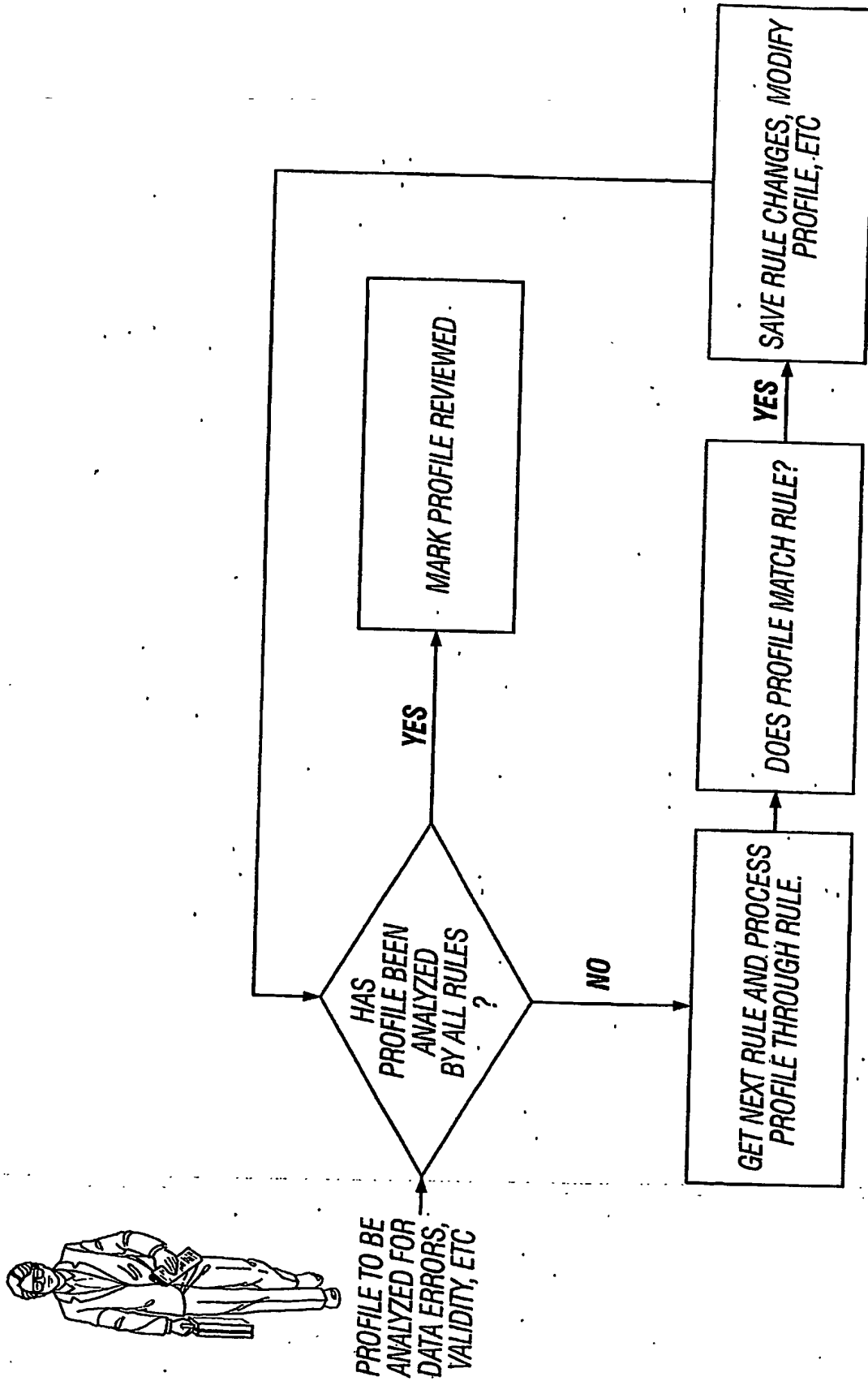


FIG. 18

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1. *If any answer exists for the field Degree, and the profile also contains Certification="degree" and/or Certification="Diploma in Information Technology", then remove those value(s) for Certification.*
2. *If an answer for Benefits/Perks="Medical/Dental/Vision/Health Insurance" exists and profile also contains Benefits/Perks="Dental Insurance" and/or Benefits/Perks="Health Insurance" then remove those latter value(s) for Benefits/Perks.*
3. *If any Currency < > "US - Dollars" then flag the profile for review. (This rule to be removed at a later time when the system has gained certain levels of comfort with non-US profiles).*
4. *If profile does not contain an answer for Salary or Hourly Rate, then flag the profile for review.*
5. *If profile contains any non-zero value for Salary or Hourly Rate, and also contains answers for the FieldGroups Profit Share, Monthly Royalty, or Daily Income with the values of 0, then remove the fieldgroup(s) for those that contain values of 0.*
6. *If profile contains a zero value for all compensation questions in the profile, then deactivate the profile.*
7. *If the Currency field does not match for all compensation questions in the profile, then flag the profile for review.*
8. *If any field except the Job field contains "n/a" or "none" then global remove the value. If the field was for Job, then flag the profile for review.*
9. *Profiles should also be marked for review if they contain a number of answers to fields according to this table:*
Field Benefits/Perks ... if ≥ 8 answer values in profile
Field Job ... if ≥ 4 answer values in profile
Field Primary Responsibilities ... if ≥ 8 answer values in profile
Skill ... if ≥ 8 values
Industry ... if ≥ 5 values
Other fields are ok to pass through.

FIG. 19

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10. *If there is no value for Country but there is a non-zero value for Salary or Hourly Rate with Currency="US - Dollars", and there is a value for Job, and the email address does not end in ".ca", ".br", ".hk", etc; then add Country = "United States" to the profile.*
11. *If currency= US and salary is <\$8000 then mark for review. If Hourly rate > 350, Or < 5 US Dollars, also mark for review. Do this similar rule again for other currencies and salary/hourly rate ranges.*
12. *If any of the following "rare" FieldGroups exist in a profile (Position, Tenured, Runs Batted In, etc), then flag the profile for review.*
13. *If there is no Employer Name but there is a value for ProductActivity, then remove any and all ProductActivity answers for the profile, BUT only do it if there is no other reason for the profile to be flagged for review from other rules.*
14. *If there are no compensation answers at all, then deactivate profile.*
15. *If email name contains funny words like "needajob" or "noemail" or "johndoe" or "asdf" or "qwerty", or "test", etc, then flag profile for review.*
16. *If either of the City or State Fields is the same as a known Country name, but the profile's answer for Country is not the same as the profile's answer for City and/or State, then flag the profile for review.*
17. *The No-Answers rule inactivates and marks a profile reviewed if there are no answers at all in the profile. Also, if there are only Industry FieldGroups answered (either confirmed or un-confirmed) and no other types of FieldGroups answered, then also inactivate and mark it reviewed.*
18. *If the Employer Name is like "PayScale" or "private" or "none of your business", etc, the deactivate profile.*
19. *If the email name contains "underpaid.com", "payscale.com", (internal test email addresses) then deactivate the profile.*
20. *If there is more than 1 answer for Benefits/Perks, but one of them is "None (contract-based)", then the answer "None (contract-based)" should be removed from the profile.*

FIG. 19
(Continued)

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21. *If both Job = "Sr. Software Engineer / Developer / Programmer" and Job = "Software Engineer / Developer / Programmer" in the profile, then remove the latter one from the profile. If both Job = "Consultant, IT" and Job = "Consultant" also in the profile, then remove the latter one. If both Job = "Senior Database Administrator (DBA)" and Job = "Database Administrator (DBA)" then remove the latter one.*
22. *If Years in Field = 0, and the profile's Employment Status / search goal is NOT "student/evaluating job offer", then mark profile for review.*
23. *If a profile has an unconfirmed (new) value for Certification, and there is no Degree answered in the profile, then if the new answer for Certification is already an exact match of an existing value for the "Degree" field, remove the unconfirmed Certification from the profile and add the known Degree instead.*
24. *Profiles with these Job combinations should be marked for review: (Associate Attorney OR Entry-Level Attorney) AND (General Counsel OR Partner - Law Firm).*
25. *Check/apply all above rules to the profile first. If there is no reason for the profile to be deactivated or flagged for review, but if a profile has no Smart Report yet and there is a value for Job that would succeed if the Smart Report was run, then automatically order and deliver a smart report for this profile.*
26. *Check/apply all above rules to the profile first. If there is no reason for the profile to be deactivated or flagged for review, and if there is a value for Country, a non-zero value for Salary or Hourly Rate, and value for Job that would succeed the Smart Report when run (or if the last Smart Report is known to have succeeded), then Activate the profile.*

FIG. 19
(Continued)

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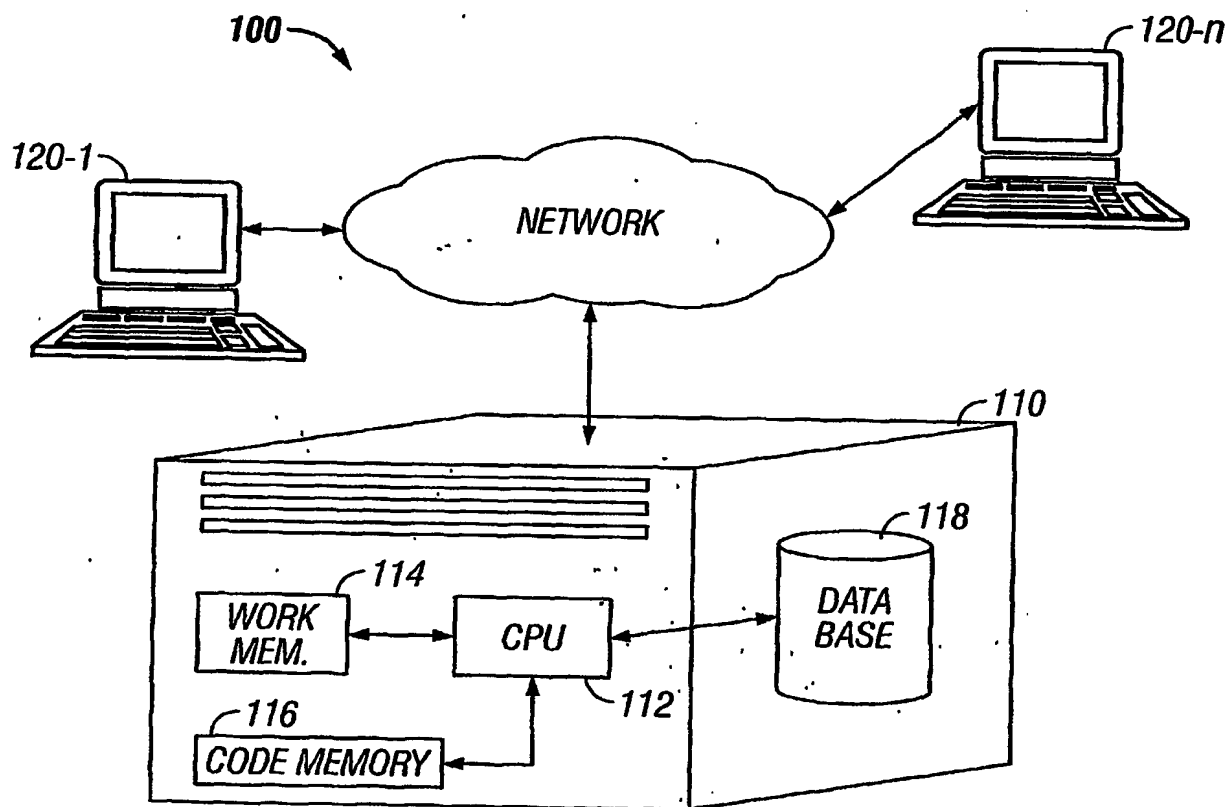


FIG. 20

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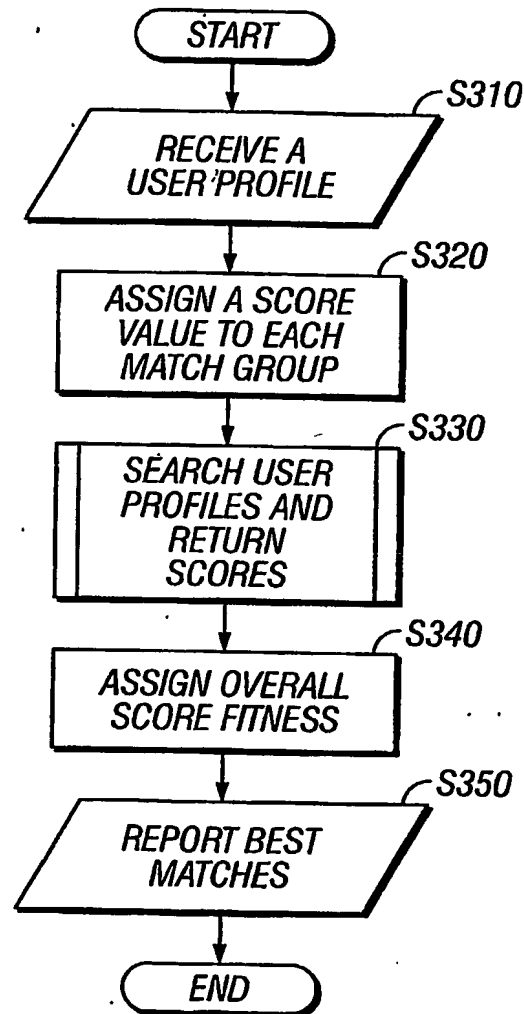


FIG. 21

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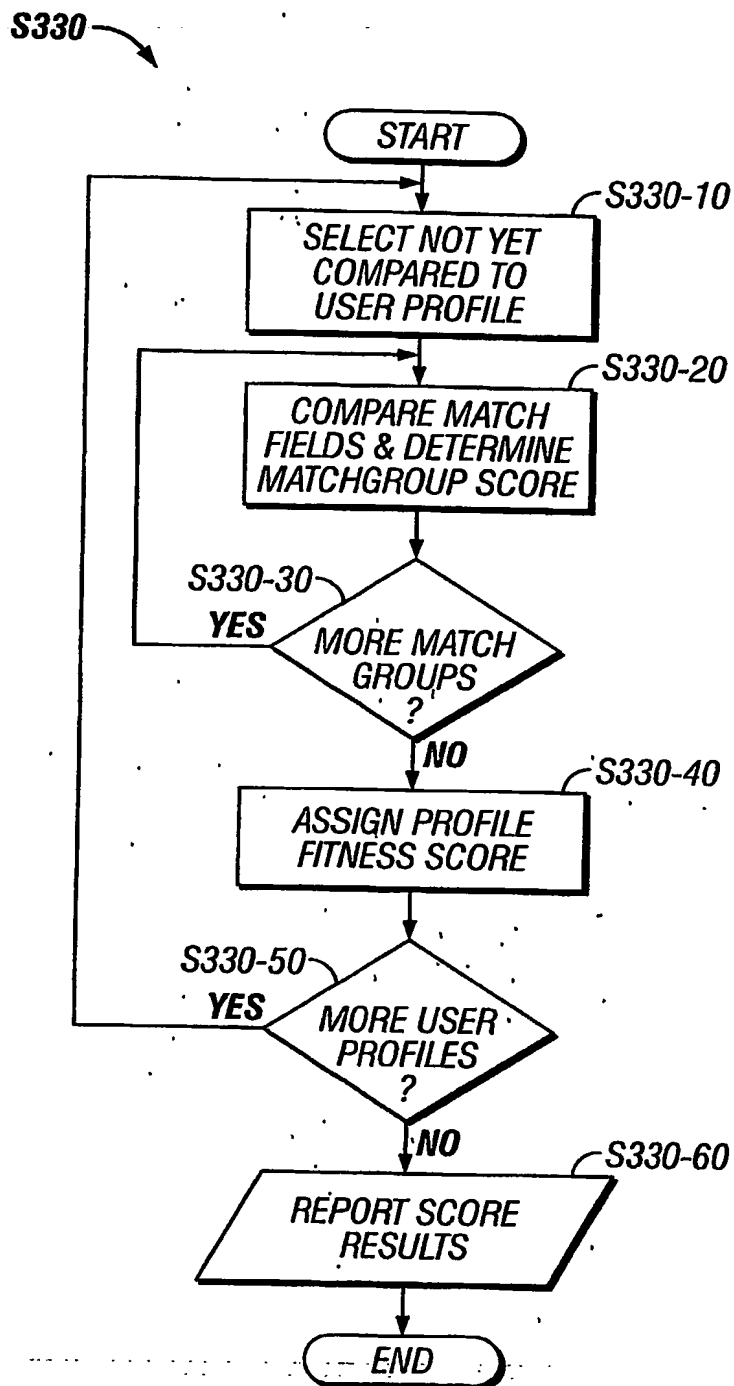


FIG. 22

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500     <?xml version="1.0"?>
501     <!-- ProfileSearch Goal: People Like You -->

502     <profilesearch name="SmartReport" mincount="3" maxcount="100" maxage="2"
503     intervaltype="yyyy" xmins="x-schema/xml/profilesearchschema.xml">

504     <!-- Location Filters -->
505     <filter name="STATE" priority="1" />
506     <filter name="COUNTRY" priority="2" />
507     <filter name="ALLPEOPLE" priority="3" />

508     <!-- these are the surveys that this smart report uses -->
509     <survey name="PayScale Main" />
510     <survey name="Legal Journals - 2000" />
511     <survey name="U.S. Bureau of Labor and Statistics" />
512     <survey name="IT - 2001" />
513     <survey name="Various" />
514     <survey name="CEOs - SEC Data" />

515     <!-- matchgroups -->
516     <matchgroup name="same or similar job" deterministic="1" exactscore="14"
517     maxscore="14" affinityscore="8">
518         <!-- if they are in the same job or position it's a high-scoring match -->
519         <affinity class="SEARCH" />
520         <search fg="job" field="job" />

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FIG. 23

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521     <search fg="position" field="position" />
522 </matchgroup>
523 <matchgroup name="same or similar industry" deterministic="0" exactscore="2"
    maxscore="4" affinityscore="1">
524     <!-- being in the same industry (or any of the following is good, but it won't make
        on it's own (non-deterministic) -->
525     <affinity class="SEARCH" />
526     <search fg="industry" field="industry" />
527 </matchgroup>
528 <matchgroup name="specific job attribute" deterministic="1" exactscore="5"
529 maxscore="10" affinityscore="2">
530     <search fg="practice area" field="practice area" />
531     <search fg="teaching rank" field="teaching rank" />
532 </matchgroup>
533 <matchgroup name="same or similar skills/specialties" deterministic="0"
534 exactscore="2" maxscore="6" affinityscore="1">
535     <affinity class="SEARCH" />
536     <search fg="skill" field="skill" />
537 </matchgroup>
538 <matchgroup name="same or similar certifications" deterministic="0" exactscore="2"
    maxscore="6" affinityscore="1">
539     <affinity class="SEARCH" />
540     <search fg="certifications" field="certifications" />
541 </matchgroup>
542 <matchgroup name="other job attribute" deterministic="1" exactscore="4" maxscore="8"
    affinityscore="2">

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FIG. 23
(Continued)

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544 <search fg="PIC_Hours" field="PIC_Hours" anyvalue="1" />
545 <search fg="grade_taught" field="grade_taught" anyvalue="1" />
546 <search fg="career_home_runs" field="career_home_runs" anyvalue="1" />
547 <search fg="rebounds" field="rebounds" anyvalue="1" />
548 </matchgroup>
549 <matchgroup name="same compensation type" deterministic="0" exactscore="3"
maxscore="3" affinity score="1">
550 <search fg="hourly_billing_rate" field="hourly_billing_rate" anyvalue="1" />
551 <search fg="Sales Commission2" field="Commission" anyvalue="1" />
552 </matchgroup>
553 <matchgroup name="same city" deterministic="0" exactscore="6"
maxscore="2" affinity score="1">
554 <search fg="location" field="city" />
555 </matchgroup>
556 <matchgroup name="same or nearby state" deterministic="0" exactscore="6"
557 maxscore="6" affinityscore="2">
558 <affinity class=SEARCH />
559 <search fg="location" field="state" />
560 </matchgroup>
561 <matchgroup name="similar sales territory" deterministic="0" exactscore="6"
562 maxscore="6" affinityscore="1">
563 <search fg="Territory" field="Territory" />
564 </matchgroup>
565 <matchgroup name="same yearly sales range" deterministic="0" exactscore="6"
maxscore="6" affinityscore="1">
566 <search fg="Yearly Sales Range" field="Yearly Sales Range" />
567 </matchgroup>

```

FIG. 23
(Continued)

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568 <matchgroup name="other qualifiers deterministic="0" exactscore="4" maxscore="8"
569 affinityscore="1">
570 <!-- matches to these improve the overall match score, but are non-deterministic
571 -->
572 <search fg="sport" field="sport" />
573 <search fg="productactivity" field="productactivity" />
574 <search fg="genre" field="genre" />
575 <search fg="company filing status" field="companystockexchange" />
576 <search fg="bar association" field="bar association" />
577 <search fg="Hospital Setting" field="Hospital Setting" />
578 <search fg="Travel" field="Travel Frequency" />
579 </matchgroup>
580 <matchgroup name="same company type" deterministic="0" exactscore="6"
581 maxscore="6" affinityscore="2">
582 <!-- same employer type is very important, especially non-profit vs. corp, etc.
583 still non-deterministic -->
584 <search fg="employer" field="employer type" />
585 </matchgroup>
586 <matchgroup name="same employer size range" deterministic="0" exactscore="4"
587 maxscore="4" affinityscore="1">
588 <search fg="NumberEmployees Range" field="NumberEmployees Range" />
589 <search fg="Hospital Bed Size Range" field="Hospital Bed Size Range" />
590 </matchgroup>
591 <matchgroup name="same employer" deterministic="0" exactscore="1" maxscore="1"
592 affinityscore="1">
593 <!-- these improve the overall score, but are still non-deterministic -->
594 <affinity class="SEARCH" />
595 <search fg="employer" field="employer name" />

```

FIG. 23
(Continued)

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590 </matchgroup>
591 <matchgroup name="same experience level" deterministic="0" exactscore="8"
maxscore="8" affinityscore="0">
592 <!-- People with same level of experience should rise quickly to the top --->
593 <search fg="Years_Experience Range" field="Years_Experience Range" />
594 </matchgroup>

595 <!-- Overall rank names -->
596 <ranking name="Good Match" low="7" high="20" />
597 <ranking name="Good Match" low="20" high="100" />
598 </profilesearch>

```

FIG. 23
(Continued)

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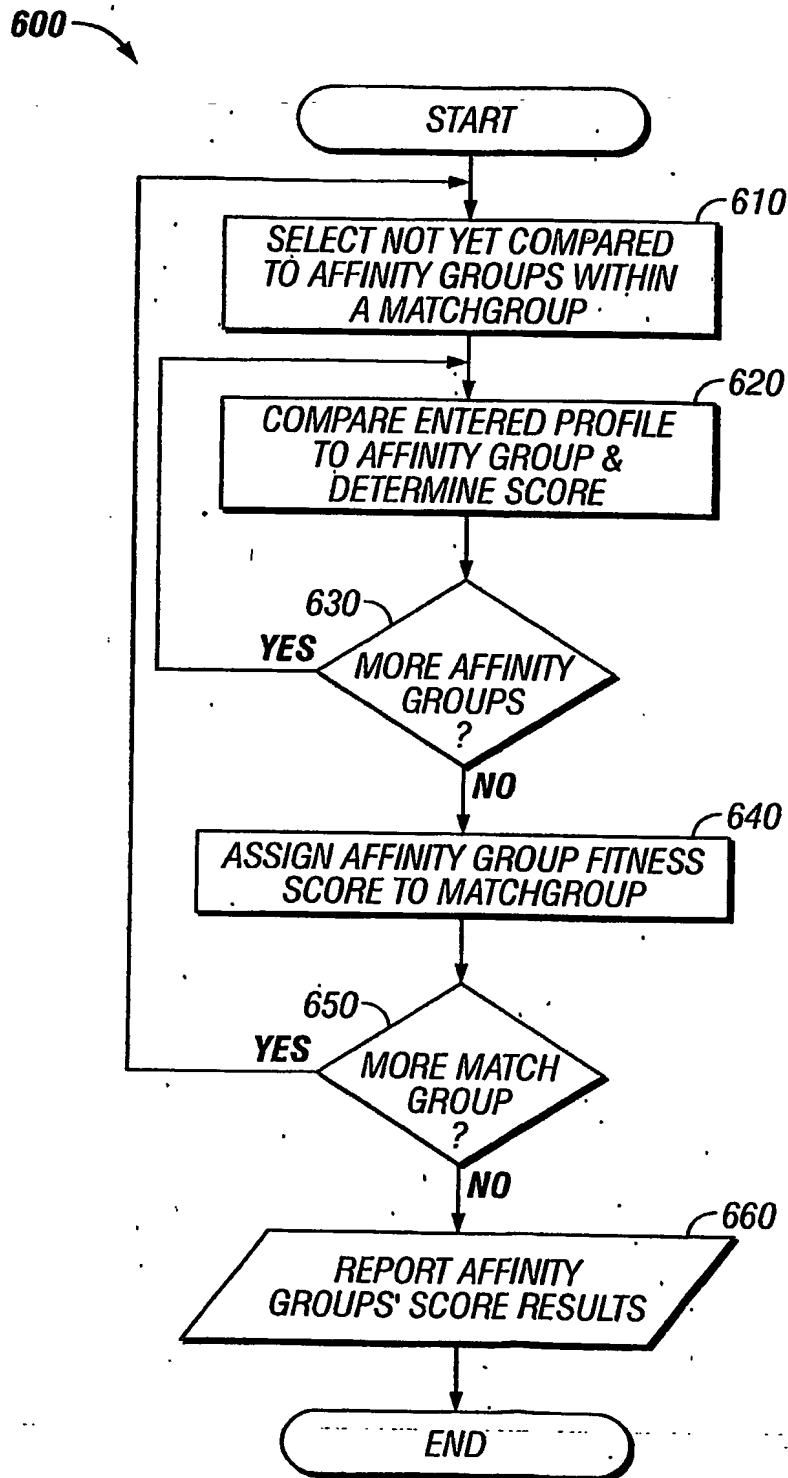


FIG. 24

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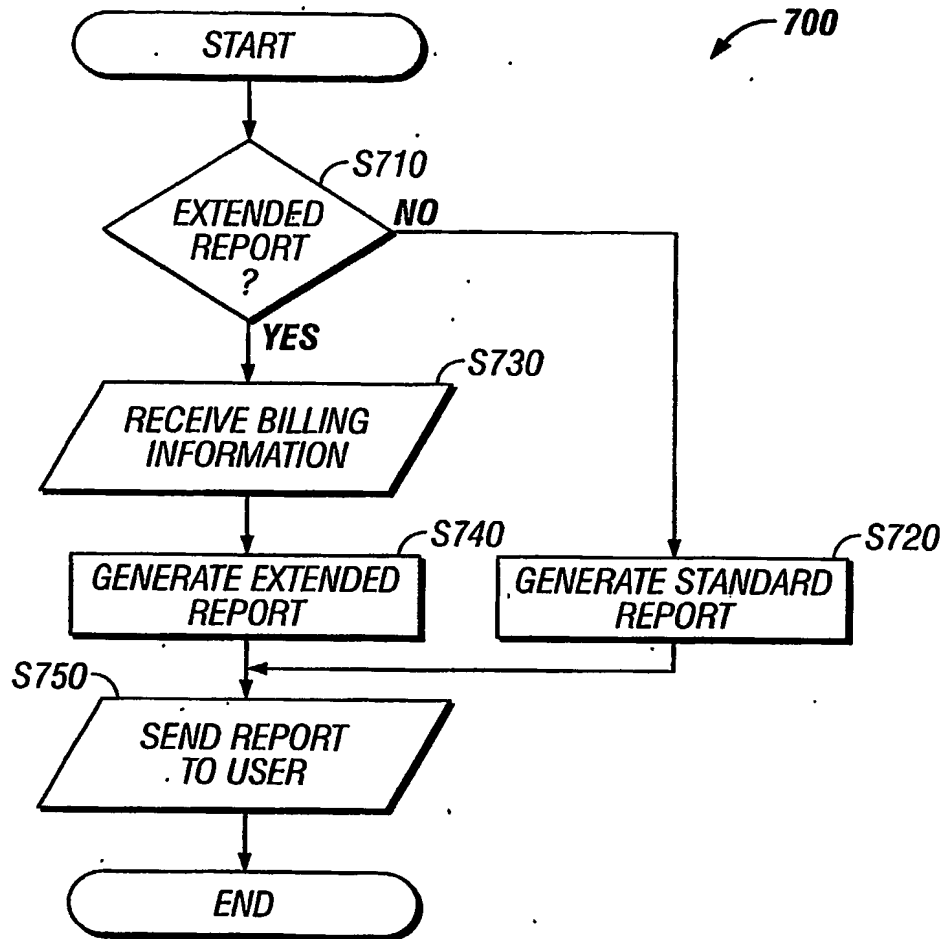


FIG. 25